PATRICIA (TRISH) REAY
Curriculum Vita

Professor

Department of Strategic Management and Organization

School of Business, University of Alberta

Edmonton, Alberta, Canada T6G 2R6

Tel: (780) 492-4246 Fax: (780) 492-3325

E-mail: trish.reay@ualberta.ca

ACADEMIC APPOINTMENTS

CURRENT APPOINTMENT

2017 - Current **Professor**

University of Alberta School of Business

Department of Strategic Management and Organization

2009 – 2017 **Associate Professor**

University of Alberta School of Business

Department of Strategic Management and Organization

2013 - Current **Professor (Visiting)**

Entrepreneurship and Innovation Group

Warwick Business School, Warwick University

PRIOR APPOINTMENTS

2003 – 2009

Assistant Professor

University of Alberta School of Business

Department of Strategic Management and Organization

2000 – 2003 **Post-Doctoral Fellow & Research Associate**

University of Alberta School of Business

AWARDS and DISTINCTIONS

- **McCalla Professorship (2017 – 2018)**: Awarded by the University of Alberta in recognition of significant research, teaching and learning accomplishments, and designed to encourage initiatives that combine research and teaching.
- **Best Paper Award (2015):** Sustaining the Family Business with Minimal Financial Rewards: How do Family Firms Continue? Selected as the winner of the *Family Business Review* Best Article Award. (Co-author, Jane Glover)
- **Academy of Management Journal Excellence in Reviewing Award (2016; 2014)**: For exemplary reviewing by a member of the AMJ Editorial Review Board.
- **Best Papers Award:** Realizing the Dream of Pharmaceutical Care. Selected for the Best Papers Proceedings (OMT Division) at Academy of Management 2015. (Co-authors: E. Goodrick & L. Jarvis)
- **Academy of Management Discoveries Excellence in Reviewing Award (2015):** For exemplary reviewing by a member of the AMD Editorial Review Board.
- **Citations of Excellence Awards for 2013**: For ***"Managing the rivalry of competing institutional logics"*** (Reay & Hinings, *Organization Studies*, 2009), chosen as one of the top 50 articles with proven impact since its publication date. Chosen from the top 300 management journals in the world by Emerald Insight. Awarded at Academy of Management, 2013.
- **Best Paper Award**: Identity struggles in merging organizations: Renegotiating the Sameness-Difference Dialectic. Langley, A., Golden-Biddle, K., Reay, T., Denis, J-L., Hebert, Y., Lamothe, L. & Gervais, J. The 2012 Douglas McGregor Memorial Award for best paper published in The Journal of Applied Behavioral Science. Awarded at Academy of Management, 2013.
- **Best Paper Award:** Building a Foundation for Organizational Learning: Innovation in primary health care. Reay, T., GermAnn, K., Golden-Biddle, K., Casebeer, A. & Hinings, C.R. Best paper in Healthcare Division, Administrative Sciences Association of Canada 2008.
- **Best Paper Award:** Multiple Logics and Strategic Approach: Family Firms in the Canadian Wine Industry. First author with C.R. (Bob) Hinings. Presented at Family Enterprise Research Conference. Monterrey Mexico. 2007.

- **Postdoctoral Fellowship:** Geddes / AHFMR Postdoctoral Fellow in Health Organization Studies. Term of appointment: August 1, 2001 to July 31, 2003.
- **Best Dissertation Award:** Physicians and Government: Key Actors in an Organizational Field. Best Paper Based on a Dissertation for Health Care Management Division of Academy of Management 2000.
- **Best Paper Award:** The Relationship Between Alberta Physicians and the Provincial Government: A Study of Agency Theory Modified by Institutional Factors. Honourable mention for best student paper in the Organizational Theory Division, Administrative Sciences Association of Canada 1997.
- **Exemplary Reviewer Award:** Academic Reviewer Award for completion of appropriate and developmental reviews for Health Care Management Division of Academy of Management, 2000; 2001; 2004; 2006; 2007; 2012; 2013; 2014; 2015
- **Doctoral Studentship:** Alberta Heritage Foundation for Medical Research Doctoral Student Award for research in Health Services (1997-99).
- **American Ambassador's Prize:** University of Alberta, Department of History: Academic Studies award in American History (1981).
- **University of Alberta Hospital School of Nursing**, Outstanding merit in the theory of nursing (1976).
- **University of Alberta Hospital School of Nursing**, Outstanding contribution by a graduation class member to the welfare of other students (1976).

EDUCATION

2001 – 2003	**Post Doctoral Fellowship**
	Health Organization Studies Group
	University of Alberta School of Business
	Strategic Management and Organization Department
1996 – 2000	**PhD (Organizational Analysis)**
	School of Business, University of Alberta, Edmonton AB

Dissertation topic: Restructuring the Alberta Health Care System

1988 – 1991 **Master of Business Administration**

University of Alberta, Edmonton, Alberta

1981 – 1985 **Extended Care Nursing Certificate**

Grant MacEwan Community College, Edmonton, Alberta

1981 **Bachelor of Arts (Economics)**

University of Alberta, Edmonton, Alberta

1976 **Diploma in Nursing (Registered Nurse)**

University of Alberta Hospital, Edmonton, Alberta

PREVIOUS NON-ACADEMIC EMPLOYMENT EXPERIENCE

1993 – 1995 **Research Analyst & Team Leader**

Employed by the Legislative Assembly of Alberta to provide research support for the Alberta Liberal Caucus. Primary research area -- analysis of health care policy, with team leader responsibilities for research department and legislature process.

1992 – 1993 **Business Consultant**

Self-employed, consulting to small business ventures by preparing business and marketing plans, with a particular interest in health care based businesses.

1978 – 1986 **Registered Nurse**

Edmonton General Hospital

Edmonton, Alberta

1976 – 1978 **Registered Nurse**

York Finch General Hospital, and Extendicare North York

Toronto, Ontario

RESEARCH

CURRENT GRANTS

- Principal Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC). Project titled: *Change in a complex mature organizational field: The case of addictions services.* Co-Investigator: Royston Greenwood (U. Alberta). ($208,276 over 4 years: 2013-2017)

- Co-Investigator. Canadian Institutes for Health Research (CIHR). Project titled: *Partnering for Change: Understanding the Contribution of Social Entrepreneurship to Primary Health Care Transformation* Principal Investigator: Martha Macleod (U Northern British Columbia). ($802,000 over 4 years: 2011 – 2016) [Sub-grant $15,000]

COMPLETED GRANTS

- Co-Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC). Project titled: *Inter-professional collaboration in Health Care.* Principal Investigator: Samia Chreim (U. Ottawa) & Co-investigator: Ann Langley (HEC Montreal) ($140,850 over 4 years: 2009 – 2014)

- Principal Investigator. Alberta Centre for Child, Family & Community Research. Project titled: *Social Enterprise Opportunity at YESS.* Research project with three MBA students. ($5,000 over 5 months, June to October 2013.)

- Principal Investigator. University of Alberta, Office of the Vice-President (Research) (SSHRC 4A). Project title: Change in complex mature fields: The case of addiction services. ($7,500 over 18 months: 2012 to 2013)

- Principal Investigator. *Organizational Learning in Primary Health Care Innovation.* Funded by Canadian Institutes for Health Research and Alberta Heritage Foundation for Medical Research. Investigative team: Reay, Golden-Biddle, Casebeer and Hinings, and decision-making partners from 6 health regions. Research project investigates how organizational learning occurs in different context. ($200,000 over 3 years: 2005-2008)

- Co-Investigator. Canadian Institutes for Health Research Team Grant. Project titled: *CIHR Team in Reconfiguration of Health Care Organizations and Systems.* Principal investigator: Jean-Louis Denis (U. Montreal). ($2.6 million over 5 years: 2008-2013)

- Co-Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC) International Opportunities Fund (IOF) Project. Project titled: *Understanding Institutional Influences on Cancer Care Management*. Principal investigator: Yolande E. Chan (Queen's U). ($50,000 over 2 years: 2007-2009)

- Co-Investigator. Research Award. *Family as an Organizing Principle: The Canadian Wine Industry.* Funded by the Centre for Entrepreneurship and Family Enterprise, University of Alberta School of Business. Research team: C.R. (Bob) Hinings and Trish Reay. Research investigating how the institutional logic of family business (traditional and life-style) impacts on strategic approaches in the Canadian wine industry.

- Co-Investigator. Program Grant, *Organizational Change in Health Care*. Funded by CHSRF and the AHFMR. Investigative Team: Golden-Biddle, Hinings, Casebeer, Reay, and Pablo, with collaborators at U Lethbridge and U Montreal, regional health authority decision makers, and provincial policy makers. Research on implementing and sustaining change is coupled with researcher-decision maker linkages that facilitate learning for both the theory and practice of change. ($1.0 million over 5 years: 2000 – 2005)

- Co-Applicant, International Opportunity Program, Developing and Testing of Research Implementation Strategies in Complex Health Care Organizations in Canada and Sweden. Funded by CIHR. Investigative Team: Estabrooks, Wallin, Nilsson-Kajermo, Tyden, Reay and Denis. The initiation of a research collaboration that aims to broaden the perspective on research utilization in health care using a cross-national and cross-disciplinary approach. ($25,000 over 1 year: 2005-2006)

PUBLICATIONS

REFEREED ARTICLES

Reay, T., Goodrick, E., Waldorff, S.B. & Casebeer, A. Forthcoming. Getting Leopards to Change Their Spots: Co-Creating a New Professional Role Identity. ***Academy of Management Journal.***

Huq, J.L., Reay, T. & Chreim, S. Forthcoming. Protecting the Paradox of Interprofessional Collaboration. ***Organization Studies.***

Nicolini, D., Delmestri, G., Goodrick, E., Reay, T., Lindberg, K. & Adolfsson, P. 2016. Look What's Back! Institutional Complexity, Reversibility and the Knotting of Logics. ***British Journal of Management,*** 27(2):228-248.

Bucher, S., Chreim, S., Langley, A. & Reay, T. 2016. Contestation about Collaboration: Discursive Boundary Work among Professions. ***Organization Studies***, 37(4): 497-522.

Jaskiewicz, P., Heinrichs, K., Rau, S.B., & Reay, T. 2016. To be or not to be: How family firms manage family and commercial logics in succession. ***Entrepreneurship Theory and Practice,*** 40(4): 781-813.

Reay, T., Jaskiewicz, P. & Hinings, C.R. (Bob). 2015. How Family, Business and Community Logics Shape Family Firm Behavior and 'Rules of the Game' in an Organizational Field. ***Family Business Review***, 28(4): 292-311.

Champagne, F., Lemieux-Charles, L., Duranceau, M-F., MacKean, G., & Reay, T. 2014. Organizational impact of evidence-informed decision making training initiatives: a case study comparison of two approaches. ***Implementation Science***, 9:53.

Glover, J. & Reay, T. 2015. Sustaining the Family Business with Minimal Financial Rewards: How Do Family Farms Continue? ***Family Business Review***, 28(2): 163-177.

Reay, T., Chreim, S., Golden-Biddle, K., Goodrick, E., Williams, B.E. (Bernie), Casebeer, A., Pablo, A. & Hinings, C.R. (Bob). 2013. Transforming New Ideas into Practice: An Activity Based Perspective on the Institutionalization of Practices. ***Journal of Management Studies,*** 50(6): 963-990.

Jaskiewicz, P., Uhlenbruck, K. Balkin, D. & Reay, T. 2013. Is Nepotism Good or Bad? Types of nepotism and implications for knowledge management. ***Family Business Review,*** 26(2): 121-139

Reay, T., Goodrick, E., Casebeer, A. & Hinings, C.R. 2013. Legitimizing New Practices in Primary Health Care. ***Health Care Management Review.*** 38(1):9-19.

Chreim, S., Langley, A., Comeau-Vallée, M., Huq, J-L., & Reay, T. 2013. Leadership as boundary work in health care teams. ***Leadership***, 9(2): 201-228.

Dixit, D., Hagdtved, R., Reay, T., Ballerman, M. & Forgie, S. 2012. Attitudes and beliefs about hand hygiene among paediatric residents: a qualitative study. ***BMJ Open.*** 2012;2:e002188 doi:10.1136/bmjopen-2012-002188

Langley, A., Golden-Biddle, K., Reay, T., Denis, J.L., Hebert, Y., Lamothe, L., & Gervais, J. 2012. Identity struggles in merging organizations: Renegotiating the sameness-difference dialectic ***Journal of Applied Behavioral Science***, 48: 135-167.

Squires, J., Reay, T., Moralejo, D.,LeFort, S., Hutchinson, A. & Estabrooks, C. 2012. Designing strategies to implement research-based policies and procedures: A set of recommendations for nurse leaders based on the PARiHS framework. ***The Journal of Nursing Administration,*** 42(5): 293-297.

Goodrick, E. & Reay, T. 2011. Constellations of Institutional Logics: Changes in the Professional Work of Pharmacists. ***Work and Occupations,*** 38(3): 372-416***.***

Goodrick, E., & Reay, T. 2010. Florence Nightingale Endures: Legitimizing a New Professional Role Identity**. *Journal of Management Studies.*** 47(1): 55-84.

Reay, T., Berta, W. & Kohn, M. 2009. What's the evidence on evidence-based management? ***Academy of Management Perspectives,*** 23(4): 5-8.

Reay, T. 2009. Family business meta-identity, institutional pressures and ability to respond to entrepreneurial opportunities. ***Entrepreneurship Theory & Practice.*** 33(6): 1265-1270.

Reay, T. & Hinings, C.R. 2009. Managing the rivalry of competing institutional logics. ***Organization Studies,*** *30(06):629-652***.**

Golden-Biddle, K. & Reay, T. 2009. Gendered Work: Negotiating value and boundaries for a new role. ***Negotiation and Conflict Management Research*****,2(1): 31-41.**

Pablo, A., Reay, T., Dewald, J. & Casebeer, A. 2007. Identifying, enabling and managing dynamic capabilities. ***Journal of Management Studies,*** 44(5): 687-708.

Golden-Biddle, K., Locke, K., & Reay, T. 2006. Using knowledge in organizational studies: An investigation of how we cite prior work. ***Journal of Management Inquiry,*** 15(3): 237-254.

Reay, T, Golden-Biddle, K., & GermAnn, K. 2006. Legitimizing a new role: Small wins and micro-processes of change. ***Academy of Management Journal***, 49(4): 977-998.

Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A., Wiebe, E. & Hinings, C.R. 2006. Experiences of Regionalization: Assessing multiple stakeholder perspectives across time. ***Healthcare Quarterly*****,** 9(2): 32-43.

Reay, T., Patterson, E., Halma, L., & Steed, W. 2006. Introducing a nurse practitioner into a rural physician clinic. ***Canadian Journal of Rural Medicine*****,** 11(2): 101-107.

Reay, T & Hinings, C.R. 2005. The recomposition of an organizational field: Health care in Alberta. ***Organization Studies***, 26(3): 351-384.

Thomson, D., Bzdel, L., Golden-Biddle, K., Reay, T., & Estabrooks, C. A. 2005. Central questions of anonymization. A case study of secondary use of qualitative data. ***Forum Qualitative Sozialforschung/Forum: Qualitative Social Research,*** 6(1): Art. 29.

Casebeer, A., & Reay, T. 2004. Reinventing primary health care: Physicians have a pivotal part to play. ***Canadian Family Physician,*** 50: 1345-1347.

Reay, T., & Steier, L. 2004. The case of the prodigal daughter, In J.H. Astrachan, P. Poutziouris, & K. Soufani. (Eds.) ***Family Business Casebook Annual.*** Kennsaw, Georgia: Cox Family Enterprise Center.

Devine, K., Reay, T., Stainton, L., & Collins-Nakai, R. 2003. The stress of downsizing: Comparing survivors and victims. ***Human Resource Management,*** 42(2): 109-124.

Golden-Biddle, K., Reay, T., Petz, S., Witt, C., Pablo, A., Casebeer, A., & Hinings, C.R. 2003. The researcher-decision maker partnership: Some observations from experience. ***Journal of Health Services Research and Policy,*** 8(supplement 4): 20-25.

Hinings, C.R., Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A., & Greenwood, R. 2003. The regionalization of healthcare in Alberta: Legislated change, loose coupling and uncertainty. ***British Journal of Management***, 14: S15-S30.

Reay, T., Golden-Biddle, K., & GermAnn, K. 2003. Challenges and leadership strategies for managers of nurse practitioners. ***Journal of Nursing Management,*** 11: 1-8.

Reay, T. 1999. Allocating scarce resources in a publicly funded health system: Ethical considerations of a Canadian managed care proposal. ***Nursing Ethics: An International Journal for Health Care Professionals***, 6(3): 240-249.

BOOK CHAPTERS

Reay, T., GermAnn, K., Casebeer, A., Golden-Biddle, K. & Hinings, C.R. (Bob). 2016. Creating and Sustaining the Right Kind of Space for Organizational Learning in Primary Healthcare. In Swan, J., Nicolini, D. & Newell, S. (Eds), Mobilizing Knowledge in Healthcare. Oxford University Press.

Reay, T., Goodrick, E. & Hinings, C.R. (Bob). 2016. Institutionalization and Professionalization. In Ferlie, E., Montgomery, K. & Pederson, A. (Eds.), *The Oxford Handbook of Health Care Management.*

Reay, T. & Zhang, Z. 2014. Qualitative Methods in Family Business Research. In Melin,L., Nordqvist, M. & Sharma, P. (eds.) The SAGE Handbook of Family Business.

Reay, T. 2012. Positive Social Change in Health Care. In Golden-Biddle, K. & Dutton, J. (eds.) ***Using a Positive Lens to Explore Social Change in Organizations,*** 341-350. Erlbaum.

Casebeer, A. & Reay, T. 2012. Taking the Gaps Seriously: The Experience of Primary Health Care Networks in Western Canada. In Dickinson, H. & Mannion, R. (Eds.), ***The reform of health care: shaping, adapting and resisting policy developments***

Langley, A., Golden-Biddle, K., Denis, J.L. & Reay, T. 2011. Chapter 7: Managing and Sustaining Change. In, Sullivan, T. & Denis, J.L. (eds.) ***Implementing Evidence: Building Better Healthcare Leadership for Canada.*** McGill – Queens University Press.

Casebeer, A., Reay, T., Dewald, J. & Pablo, A. (2010). Knowing through Doing: Unleashing latent dynamic capabilities in a public sector context. In K. Walshe, G. Harvey, E. Spencer, C. Skelcher, & P. Jas (Eds.), ***Connecting knowledge and performance in public services*: *From Knowing to Doing,*** 251-275.

Casebeer, A., Reay, T., Golden-Biddle, K., Hinings, B. & GermAnn, K. 2010. Primary Health Care Innovation Sites: Learning to Create New Cultures of Care. In Braithwaite, J., Hyde, P. & Pope, C. (Eds.), ***Culture and Climate in Health Care Organizations.*** London: Palgrave Macmillan.

Reay, T. & Golden-Biddle, K. 2008. Institutionalising Nurse Practitioners in Alberta. In E. Ferlie, P. Hyde & L. McKee (eds.), ***Organising and Reorganising – Power and Change in Health Care Organisations.***

Golden-Biddle, K., GermAnn, K., Reay, T, & Procyshen, G. 2005. Anchoring while moving forward in organizational change. In J.E. Dutton and B.R. Ragins (Eds.), ***Exploring positive relationships at work: Building a theoretical and research foundation****.* Lawrence Erlbaum Press.

Hinings, C.R., Greenwood, R., Reay, T., & Suddaby, R. 2004. Dynamics of change in organizational fields. In M.S. Poole, & A.H. Van de Ven (Eds.), ***Handbook of organizational change and innovation***. New York: Oxford University Press.

Casebeer, A., Besner, J., Golden-Biddle, K., & Reay, T. 2003. The researcher decision maker partnership: A collaborative journey. In ***Multi-organizational partnerships and collaborative strategies****.* Calgary: University of Calgary.

BOOKS AND MONOGRAPHS

Reay, T. 2000. ***Making managerial health care decisions in complex, high velocity environments****.* Alberta Heritage Foundation for Medical Research, HTA Initiative #2 (Monograph).

NON-REFEREED ARTICLES

Reay, T. & Jones, C. forthcoming. Qualitatively Capturing Institutional Logics. ***Strategic Organization.***

Lu, C. & Reay, T. forthcoming. Preserving a Settlement Despite Ongoing Challenges: The Case of Native Indian Gaming. ***Research in the Sociology of Organizations.***

Goodrick, E. & Reay, T. forthcoming. An Institutional Perspective on Accountable Care Organizations. ***Medical Care Research and Review.***

Jennings, J., Reay, T. & Steier, L. 2015. Book Review: The SAGE Handbook of Family Business. ***Academy of Management Learning and Education.***

Reay, T. 2014. Publishing Qualitative Research. ***Family Business Review***, 27: 95-102.

Sharma, P., Salvato, C. & Reay, T. 2014. (Editorial Introduction for Special Issue). Temporal Dimensions of Family Enterprise Research. ***Family Business Review,*** 27: 7-9.

Waldorff, S.B., Reay, T. & Goodrick, E. 2013. A tale of two countries: How different constellations of logics impact action. ***Research in the Sociology of Organizations***. Emerald.

Reay, T., Pearson, A.W. & Dyer, W.G. 2013. (Editorial Introduction for Special Issue). Advising family enterprise: Examining the role of family firm advisors. ***Family Business Review,*** 26: 209-214.

Ashworth, R., Ferlie, E., Hammerschmid, M., Moon, J. & Reay, T. 2013. *(Editorial Introduction for Special Issue).* Theorizing contemporary public management: International and comparative perspectives. ***British Journal of Management,*** 24(S1): S1-S17.

Zaugg, M., Gattiker, A., Moneta, C. & Reay, T. 2012. Effective leadership in hospital management: How a CEO can lead a hospital towards more 'competitiveness,' the GZO case in Switzerland. ***Online Journal of International Case Analysis.*** http://ojica.fiu.edu/index.php/ojica_journal

Reay, T. & Whetten, D.A. 2011. What constitutes a theoretical contribution in family business? ***Family Business Review,*** 24(2): 105-110***.***

Champagne, F., Lemieux-Charles, L., McKean, G., Reay, T., Herrera, J.C., Anderson, M. & Dubois, N. 2011. Knowledge Creation in Healthcare Organizations as a Result of Individuals' participation in the EXTRA and SEARCH programs. Commissioned Report to ***Canadian Health Services Research Foundation.***

Golden-Biddle, K, Reay, T., & Thomson, D. 2003. Implementing change: The crucial role of middle managers. www.healthorgchange.com

Reay, T., Golden-Biddle, K., & Hinings, C.R. 2001. ***Cost pressures in Alberta health regions: The regions' perspectives with organizational commentary***. Background paper for "Cost Pressures" committee of Alberta Health and Wellness.

PRESENTATIONS at PROFESSIONAL CONFERENCES (Past 5 years)

2016

- Re-combining Logics: Encouraging Innovation in Healthcare Practice. Trish Reay, Jo-Louise Huq, Mariline Comeau-Vallée, Ann Langley & Samia Chreim. Organizational Behaviour in Health Care Conference, Cardiff, Wales. April 2016.
- Field configuring events as places of institutional work: A case study of an annual symposium. Huq, J.L. & Reay, T. ASAC 2016, Edmonton, Alberta. June 2016
- Connecting Place, Agency and Emotions: Institutional Work in the Emergency Department. April Wright & Trish Reay. EGOS, Naples. July 2016.

2015

- Institutional Work and Emotion: Pharmaceutical Care. Goodrick, E., Jarvis, L. & Reay, T. Academy of Management Conference, Vancouver BC, August 2015.
- Multilevel Identity Work Under Institutional Tensions. Chreim, S., Reay, T., Comeau-Vallée, M. & Langley, A. Academy of Management Conference, Vancouver BC, August 2015.
- Recombining Institutional Logics in Workplace Practices. Reay, T., Huq, J-L. & Comeau-Vallée, M. Academy of Management Conference, Vancouver BC, August 2015.
- Wicked Problems, the Professions and Collective Creativity. Huq, J-L. & Reay, T. Organization Studies Summer Workshop, Chania, Crete, Greece, May 2015.

2014

- The Dream of Pharmaceutical Care: Using Emotion to Change the Constellation of Logics. Goodrick, E. & Reay, T. Academy of Management Conference, Philadelphia PA, August 2014.
- The Three (Changing) Faces of Addiction. Reay, T., Lu, Chang, Goodrick, E. EGOS, Rotterdam, Netherlands, July 2014.
- Becoming a Boundary Object: Agency and the construction of the Patient in Inter-professional health care teams. Bucher, S., Chreim, S., Langley, A., Reay, T., Comeau-Vallée, M. & Huq, J. EGOS, Rotterdam, Netherlands, July 2014.

- How Resisting Shapes the Dynamics of Change in an Organizational Field. Reay, T., Hanlon, N. & MacLeod, M. Organization Studies Workshop, Corfu, Greece, May 2014.
- How Can You Get a Leopard to Change Its Spots? Institutional Logics and Physician Role Identity. Reay, T., Goodrick, E., Waldorff, S.B. & Casebeer, A. Organizational Behaviour in Health Care Conference, Copenhagen, Denmark, April 2014.

2013

- Institutional Logics and the Dream of Pharmaceutical Care. Goodrick, E. & Reay, T. Academy of Management Conference, Orlando, FL, August 2013.
- How Do Immigrant Entrepreneurs Manage the Yin and Yang of Family Involvement in the Business? Zhen, Z. & Reay, T. Academy of Management Conference, Orlando, FL, August 2013.
- How can you get a leopard to change its spots? Institutional logics and physician role identity. Reay, T., Goodrick, E. & Waldorff, S.B. EGOS, Montreal, Quebec, July 2013.

2012

- Identity and Institutional Logics. Chreim, S & Reay, T. Academy of Management Conference, Boston MA, August 2012.
- Institutional Logics and the Dream of Pharmaceutical Care: The Role of Emotions in Galvanizing the Rank and File. Reay, T. & Goodrick, E. EGOS, Helsinki, Finland, July 2012.
- Collaborative innovation in health care: The case of family physicians. Boch Waldorff, S. & Reay, T. Organizational Behaviour in Health Care. Dublin, Ireland, April 2012.
- Innovation in primary health care: A comparison of Denmark and Canada. Boch Waldorff, S. & Reay, T. ABC Conference Workshop. Boston, October 2011.

INVITED PRESENTATIONS

2016

- Recombining Institutional Logics in Attempts to Innovate Workplace Practice. Hanken School of Economics, Helsinki, Finland. June 2016.
- Publishing in Organization Studies: Tips from the Editor. Asper School of Business, University of Manitoba. May 2016
- Publishing Qualitative Research. MacEwan University. April 2016.

2015

- Professional Role Identity and Institutional Logics. Hebrew University, Jerusalem, Israel. April 2015.

2013

- Reconceptualizing Institutional Logics: A Study of Change in Physician Identity. McGill University, Montreal. November 2013.
- How Can You Get a Leopard to Change Its Spots? Changing Physician Identity. Warwick Business School. Coventry, UK. November 2013.

2010

- Organizational Learning in Primary Health Care. University of Ottawa. Ottawa. November 2010.

2008

- Diffusing New Ways of Working in Health Care Settings. Brandeis University. Boston. November 2008.
- Organizational Learning in Primary Health Care. Copenhagen Business School. October 2008.
- Building a Foundation for Organizational Learning: Innovation in Primary Health Care. Knowledge Utilization Studies Program (KUSP), University of Alberta. June 2008.
- Organizational Learning in Primary Health Care Innovation. Capital Health iCare Invited Speaker Series. Edmonton, May 2008.
- Co-Production Research: Experiences from Canadian Health Care Research. AIM Workshop and Conference. Aston University, Birmingham, UK, March 2008.

2007

- A Comparative Study of Pharmacy Practice in Italy, UK, Sweden and USA. Association of Pharmacists. Bergamo, Italy, October 2007.
- Organizational Learning and Knowledge Utilization. Knowledge Utilization Conference, August 2007. Stockholm Sweden.

GRADUATE STUDENT SUPERVISION and COMMITTEE PARTICIPATION

PhD Students

SUPERVISOR (UNIVERSITY OF ALBERTA STUDENTS)

Asma Zafar	School of Business	2014 -
Chang Lu	School of Business	2013 -
Shilo Hills	School of Business	2012 -
Maxim Ganzin	School of Business	2011 -
Onolee Nordstrom (co-)	School of Business	2011 -
Jo-Louise Huq	School of Business	2009 - 2015
Ellen Crumley	School of Business	2010 - 2012
Zhen Zhang	School of Business	2011 - 2014
Kathy Belton (Co-Supervisor)	School of Public Health	2007 –
Yasmeen Krameddine (Co-Supervisor)	Faculty of Medicine (Psychiatry)	2010 - 2014

SUPERVISORY COMMITTEE MEMBER (UNIVERSITY OF ALBERTA STUDENTS)

Evelyn Micelotta	School of Business	2009 - 2015
Nick Fairclough	School of Business	2008 -
Alison Minkus	School of Business	2007 - 2015
Megan McDougald	School of Business	2008 - 2011
Diane Kunyk	Faculty of Nursing	2008 - 2011
Jon Edwards	Sports Management	2006 - 2012
Sarah Wall	Department of Sociology	2009 – 2011
Enrique Fernandez	Chemical Engineering	2010 –
Sarah Hewko	Faculty of Nursing	2013 -

Masters Students (University of Alberta)

Carolyn Trumper	Faculty of Extension	2010 - 2011

External Examiner for PHD defense

Michael Nixon	U of Copenhagen	Feb. 2015
Juli Findlay	U of Calgary	Sept 2014
Laerke	Copenhagen	Sept 2013

Christensen	Business School	
Franz Bevort	Copenhagen Business School	June 2012
Laura Ierfino	McGill University	Sept 2010
Josie Stomp	York University	Apr 2008

TEACHING EXPERIENCE

COURSES TAUGHT

University of Alberta (1997 – Present)

- Managing Organizational Change (MBA)
- International Family Enterprise (MBA and BComm)
- Implementing Public Policy (MBA)
- Qualitative Methods for PHD students
- Management and strategy/ organizational analysis (BComm)
- Executive MBA – Managing Organizational Change

COMMUNITY AND EXECUTIVE EDUCATION

- Organizational Change for Executive Education
- SEARCH educational program for health professionals throughout Alberta. Teaching area – Using evidence in health care organizations. (2001 - 2009)
- Team Member for "Managing Organizational Change" module. EXTRA Program of the Canadian Health Services Research Foundation –executive education program for health care executives. (2004 - 2005)
- Affiliate member at the Centre for Knowledge Transfer. (2002 - 2006)

PROFESSIONAL SERVICE

CENTRE FOR THE EFFECTIVE BUSINESS MANAGEMENT OF ADDICTION TREATMENT (CEBMAT)

- Academic Director, 2012 -

UNIVERSITY OF ALBERTA COMMITTEE WORK

- Member of Research Ethics Board Oversight Committee, 2011 -
- Associate Chair of Research Ethics Board 1 – University of Alberta, 2011 -
- Chair of Research Ethics Board for University of Alberta School of Business, 2010 – 2011.
- Elected Faculty Representative, Faculty Evaluation Committee, 2013 - 2015
- Member of Recruiting Committee for Marketing Business Economics and Law Department for Tier Two Research Chair, 2014 - 2015.
- Member of PhD Policy Committee, Organizational Analysis Representative, 2010 – 2013.
- Member of School of Business Undergraduate Re-Admissions Committee, 2009.
- Member of Recruiting Committee for Strategic Management and Organization Department in Technology Commercialization, 2008.
- Member of Recruiting Committee for Strategic Management and Organization Department in Entrepreneurship and Family Enterprise, 2007.
- Member of University of Alberta, Scientific Committee for the 7th Advances in Qualitative Methods Conference, 2006-2007.
- Member of committee to advance educational opportunities in family business. This committee developed structure and content for a major and minor focus of study for University of Alberta School of Business students.

EXTERNAL PROFESSIONAL SERVICE

- Division chair for Academy of Management, Health Care Management Division, 2011 – 12
- Division Chair-Elect for Academy of Management, Health Care Management Division, 2011.
- Program Chair for Academy of Management, Health Care Management Division, 2010.

- Elected PDW Chair and Program Chair Elect for Academy of Management, Health Care Management Division. Term Commenced August 2008 and proceeds over five years to Division Chair.

- Member of National Review Panel for Canadian Institutes for Health Research, Open Grants Competition, Knowledge Translation and Exchange Committee. Three year term appointment, 2007 to 2010.

- Elected member (Academic-at-Large) for Health Care Management Division Executive of Academy of Management, 2006-2008.

- Member of Research Committee for Health Care Management Division of Academy of Management, 2002 to 2006.

LOCAL COMMUNITY SERVICE

- Planning committee member for Albert Family Wellness Initiative (Norlien Foundation) Symposium on Brain Development and Addictions, 2013 – 2014.

- Core member of SEARCH (Swift Efficient Application of Research in Community Health), Alberta Heritage Foundation for Medical Research 2000 - 2009. This organization provides innovative educational experiences for Alberta health care professionals – encouraging evidence based practice and the development of research and change management skills.

- Member of SEARCH Network Committee. 2002 to 2005. This committee is responsible for providing guidance and advice to Alberta Heritage Foundation for Medical Research personnel concerning the development and formalization of a network of former and present SEARCH participants, and affiliates of the SEARCH program in Alberta health regions and universities.

- Member of SEARCH Steering Committee, 2001 to 2005. This committee is responsible for providing guidance and advice to Alberta Heritage Foundation for Medical Research personnel in managing and developing an ongoing training program for health care professionals.

REVIEW WORK

Editor-in-Chief

- *Organization Studies (2015 -*

Associate or Senior Editor

- *Family Business Review (2009 – 2014)*
- *Organization Studies (2013 – 2015)*

Editorial Review Board

- *Academy of Management Journal (2013 -*
- *Organization Science (2013 –*
- *Academy of Management Discovery (2013 -*
- *Journal of Professions and Organization (2013 -*

Guest Editor

- Special Issue *British Journal of Management* on Public Sector Reorganizations

Ad hoc Journal Reviewer

- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Journal of Management Studies*
- *Human Relations*
- *Social Science and Medicine*
- *British Journal of Management*
- *Health Care Management Review*
- *Work and Occupations*
- *Strategic Organization!*

Conference Reviewer

- *Academy of Management Conference (Health Care & OMT Divisions)*
- *Administrative Sciences Association of Canada*

PROFESSIONAL ASSOCIATIONS

- *Academy of Management – Health Care Management Division*
- *Academy of Management – Organization & Management Theory Division*
- *Administrative Sciences Association of Canada*